

February 10, 2021

The Working Session of the Everett City Council was called to order remotely via Microsoft Teams at 4:03 p.m., February 10, 2021, Council President Stonecipher presiding. Upon roll call, it was found that Mayor Franklin and Council Members Roberts, Murphy, Vogeli, Stonecipher, and Tuohy were present. Council Members Bader and Moore were expected to be a few minutes late.

Council Member Bader joined the meeting at 4:04 p.m.

Welcome and Context Setting:

President Stonecipher welcomed everyone to the second working session of the series led by Facilitator Lisa Fitzhugh of Creative Ground. She stated the goals for the group would be focused on how to better collaborate for optimal outcomes for the city, reflecting and building on the discussion held during the December working session, particularly by making any changes to and agreeing upon new collaborative leadership in the pilot.

Goals:

- Continued improvement in the working relationships between the Mayor and Councilmembers as well as among Councilmembers
- Practice collaboration skills with each other
- Review/agree upon top policy priorities for 2021 and associated timeline
- Review/agree upon details of a new leadership pilot for Council in 2021

Lisa opened the meeting with the check-in question for each participant, “What is the most important leadership value for you to uphold in these times?” She noted that the exercise was intended to build on each other’s ideas as opposed to countering.

Council Member Moore joined the meeting at 4:28 p.m.

The following leadership values were shared and discussed.

- Empathy

February 10, 2021

- Commitment
- Taking the long view
- Communication
- Fairness
- Adaptability/flexibility
- Trust
- Integrity

A Shared 'Why': What's True for All of Us:

Lisa reviewed the shared purpose statement developed in December emphasizing that the “how” was as important as the “what.”

Discussion took place regarding the word “citizens” that was used in the third bullet, “There are diverse and abundant economic opportunities for our citizens to thrive.” It was suggested that “residents” or “those who live and work in Everett” is a better fit.

Also suggested was a revision to the third bullet under the heading, “How,” which would include, “We invest in strong relationships and goodwill with each other as an essential foundation for doing good work together.”

Lisa will make changes to the document and send back to the group for review.

Key Challenges: Building on Learning from December Retreat:

President Stonecipher read the key challenges for 2021, which included some of the common themes that were discussed during the December retreat.

Lisa led a collaboration exercise to practice building on ideas. Discussion followed whereby group members framed problems to build on new ways of thinking about that problem. Some of the key ideas/solutions included:

Issue #4:

- Trust in each other to find solutions by brainstorming rather than being guided by fear

February 10, 2021

- Prioritize complex issues by selecting one or two, and commit to a timely resolution
- Look at priorities on an ongoing basis and frequently – set realistic goals, perhaps quarterly, and then touch base to reset/revisit priorities
- Identify key alternatives and weigh up-and-downside choices as part of the process
- Have the courage to go to the voters and live by what they decide
- Develop a formalized way to determine what majority of voters want
- Keep big picture in view and assess what can be done

Issue #2:

- Practice grace by assuming best or positive intent but never relinquishing the need for proactive communication
- Evaluate staffing levels needed to support the Council
- Establish communication protocols between Council and Administration
- Due to limited bandwidth, include Mayor's weekly email update as part of the Council agenda to allow for questions
- New model – trust colleagues to bring back relevant information and to report what is learned
- Due to lack of staffing, develop mechanism for communicating with staff
- Set priorities as a legislative body to determine how the Council spends its time and energy during regular meetings
- Utilize technology on the dais to reduce staff time
- Maximize meeting time to get things accomplished

The group recessed for a break at 5:26 pm and reconvened at 5:38 p.m.

Top Policy Priorities & Associated Timeline for 2021:

Lori and Nick reviewed the list of Council priorities for 2021 (page 8), which were developed from notes taken at the December retreat.

Lisa led a group discussion on the prioritization of the guiding principles, which resulted in the following refinements/additions to the list:

February 10, 2021

Fiscal Sustainability

- Represent to residents the net taxation element

Economic Recovery

- An array of cultural amenities

Operational Work:

- Traffic and Parking
- Addressing Homelessness
- Improved Communication
- Collaborative Leadership

Mayor Franklin stated the goal would be to make progress on each of the priorities, and she asked for additional comments about prioritization, as well as a timeline.

Discussion ensued that resulted in fiscal sustainability remaining a top priority and the need to accelerate community input to determine the interests of residents and what they are willing to pay for. Economic recovery was also a top priority, as well as the addition of annexation.

Review of Collaborative Leadership Pilot for 2021:

President Stonecipher reviewed the pilot, including the potential process for Council assignments. She suggested that council members send her their top three assignment choices and she will try to accommodate requests.

Lisa highlighted the basic pilot process, goals, and proposed liaison assignments and responsibilities, communication protocols, and a method for sharing.

Discussion topics included:

- Continued Budget Chair work as required by Charter
- Discontinuation of current sub-committee work
- Continued regional and city liaison assignments
- Continued Council of Neighborhoods and neighborhood assignments

February 10, 2021

- Role to develop a deeper understanding to act as a resource and provide feedback
- Develop clear policy direction that represents the Council as a whole
- Preamble to include definition of the roles of Council and Administration (use Charter language)
- Third bullet under "Process" may be overly prescriptive. Continue with fluid engagement as mutually agreed upon by Council and staff.
- Method for bring information back to Council (Council Convenings)
- Recognition of gatekeeping role to determine priority and timing of policy matters
- Develop understanding of department challenges, constraints, and opportunities, and realities of a department
- Staffing support for Council

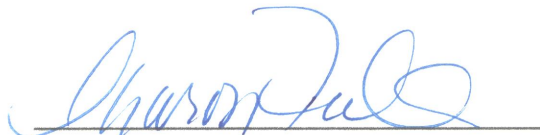
Lori Cummings will work with Ms. Fitzhugh to update the document.

Closing:

In closing, Lisa invited group members to name a team collaboration goal for 2021.

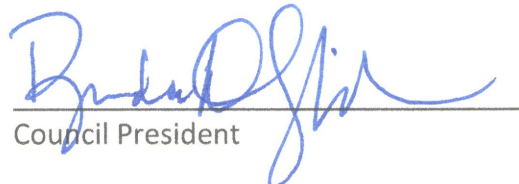
Some of the goals shared included acknowledging ideas presented by colleagues, communicating respectfully with the best of intent, improving transparent communication and timely sharing of information, proactive planning for meetings, bringing forward important issues honestly, and the commitment to living in the future and to staying open minded about the process.

The City Council Working Session was adjourned at 7:34 p.m.



City Clerk

Read and approved as printed.



Council President